

**2023 - 2024 Meeting Minutes**  
**Upland Teachers Association**  
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**Office (909) 985-4615**  
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**Website: [www.uplandteachers.org](http://www.uplandteachers.org)**

**Representative Council**

October 23, 2023

**Call to Order**

A meeting of the Board of Directors was called to order at 4:03pm by Debbie Glenn.  
 Moved by Kelly Tolliver and seconded by Stacie Bangle to adopt the agenda as presented.  
 Motion Carried.

<p><b>Officers Present:</b>  <b>President:</b> Debbie Glenn  <b>Vice President:</b> Anne Smith  <b>Treasurer:</b> Danny Lawrence  <b>Secretary:</b> Carla Hegler  <b>Past President:</b>          Dianne Schlitt-Thompson</p>	<p><b>Directors and Representatives Present:</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Site</th> <th style="text-align: left;">Director(s)</th> <th style="text-align: left;">Representatives</th> </tr> </thead> <tbody> <tr> <td>Baldy View</td> <td>Emily Gomez</td> <td>Kelsey Sorenson Kristy Nuckolls</td> </tr> <tr> <td>Cabrillo</td> <td></td> <td>Marci McMahon</td> </tr> <tr> <td>Citrus</td> <td>Andrea Maddox-Butler</td> <td>Cody Castro</td> </tr> <tr> <td>District Office</td> <td>Judy Trimble</td> <td>Stephanie Ellis</td> </tr> <tr> <td>Foothill Knolls</td> <td></td> <td>Jacqueline Delaney</td> </tr> <tr> <td>Hillside HS</td> <td>Sean Piscioneri</td> <td></td> </tr> <tr> <td>Magnolia</td> <td></td> <td></td> </tr> <tr> <td>Pepper Tree</td> <td>Michele Brooks</td> <td>Kelly Tolliver Pamela Glaspell</td> </tr> <tr> <td>Pioneer Jr.HS</td> <td>Sarah Barry</td> <td>Robert Perkins Kelly Rushing</td> </tr> <tr> <td>Sierra Vista</td> <td>Stacy Olguin</td> <td></td> </tr> <tr> <td>Sycamore</td> <td>Janet Jankoski-Pelkey</td> <td>Sara Klein Kathy Phelps</td> </tr> <tr> <td>Upland Elem.</td> <td>Connie Delaney</td> <td></td> </tr> <tr> <td>UHS</td> <td></td> <td>Steve Wiedefeld Wendy Marquez Doug Hutchins</td> </tr> <tr> <td>Upland Jr.HS</td> <td></td> <td>Maria Sanchez</td> </tr> <tr> <td>Valencia</td> <td>Lori Jacobson</td> <td>Liz Rynear</td> </tr> <tr> <td>Other</td> <td colspan="2">Anne Kartun - Office Manager</td> </tr> </tbody> </table>	Site	Director(s)	Representatives	Baldy View	Emily Gomez	Kelsey Sorenson Kristy Nuckolls	Cabrillo		Marci McMahon	Citrus	Andrea Maddox-Butler	Cody Castro	District Office	Judy Trimble	Stephanie Ellis	Foothill Knolls		Jacqueline Delaney	Hillside HS	Sean Piscioneri		Magnolia			Pepper Tree	Michele Brooks	Kelly Tolliver Pamela Glaspell	Pioneer Jr.HS	Sarah Barry	Robert Perkins Kelly Rushing	Sierra Vista	Stacy Olguin		Sycamore	Janet Jankoski-Pelkey	Sara Klein Kathy Phelps	Upland Elem.	Connie Delaney		UHS		Steve Wiedefeld Wendy Marquez Doug Hutchins	Upland Jr.HS		Maria Sanchez	Valencia	Lori Jacobson	Liz Rynear	Other	Anne Kartun - Office Manager	
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Agenda Items	Notes
Minutes	The minutes from the September Rep. Council meeting were approved.
Treasurer's Report	Beginning balance Sept. 2023 \$288,275.85 Ending Sept. 2023 \$297,122.32
Communications	No communications at this time
President's Report	<p><b>Parental Interaction</b></p> <ul style="list-style-type: none"> <li>● On campus - if an aggressive or inappropriate interaction with a parent occurs on campus, the District Office will review the incident and may send the parent a civility letter.</li> <li>● Off campus - whether in person or on social media the district is limited in what actions they can take</li> </ul> <p><b>Mandatory Trainings</b></p> <ul style="list-style-type: none"> <li>● Completion date extended to November 1st.</li> <li>● Teachers will not be compensated in time/hours during the October In-service, still looking into other options</li> </ul> <p><b>VAPA</b></p> <ul style="list-style-type: none"> <li>● Determining whether Gen Ed teachers are required to stay with the students during VAPA instruction. This should have been negotiated prior to the start of VAPA instruction.</li> <li>● An MOU will be developed before the end of the school year that discusses working conditions, planning times, and class sizes for VAPA teachers.</li> <li>● 12 VAPA teachers were hired at the beginning of the school year.</li> <li>● 7 teachers are probationary, 5 teachers remain on temporary contracts</li> </ul> <p><b>Temporary and Probationary Teachers</b></p> <ul style="list-style-type: none"> <li>● District is in the process of determining the correct number of temporary contracts needed.</li> <li>● Teachers who are on temporary contracts at this time <b>may</b> be called in to sign a contract and be moved to Probationary.</li> </ul> <p><b>Step and Column</b></p> <ul style="list-style-type: none"> <li>● A request was made to HR to once again receive from Human Resources, at the beginning of the school year, a document that indicates certificated teachers' annual salary, and step and column.</li> </ul> <p><b>Electronic TB Result</b></p> <ul style="list-style-type: none"> <li>● Under certain guidelines, it is now possible to submit your TB results electronically without having to return to the facility to have it read.</li> </ul>

- Looking into this being an option in the future.

### **Lunch Detention**

- Certificated staff are not being paid to host students in their classrooms at lunch. Some teachers have been paid to give up their lunch time and supervise detention.

### **Election Result Ratification from UTA President Election**

*A motion was made to ratify and accept the UTA President election results.*

- Moved by Kelly Tolliver to ratify and accept the election results for the UTA President election and seconded by Terry Kimberling.
- Motion carried. Unanimous votes, no nay votes or abstentions
- Debbie Glenn has been elected the new president of UTA

### **Future Elections**

- CTA contracts with an independent company to run elections.
- UTA is going to look into this. This would include setting up the voting ballots electronically, sending ballots to members, counting and verifying votes.
- Eliminates any potential fraud issues within the election and is less work for Association volunteers
- Looking to possibly implement this for the spring elections

### **Change of Signers On All Bank Accounts**

A motion was made to change the names of the signers on the Crisis Fund CD account at Schools First Credit. Signers to be removed are Gregory Lander, Sarah Stoner and Stacie Bangle. Signers to be added are Deborah Glenn and Daniel Lawrence. The signer to remain is Anne Smith.

- Moved by Kelly Tolliver and seconded by Stacy Olguin
- Motion carried. Unanimous votes, no nay votes or abstentions

A motion was made to change the names of the signers on all of the UTA Banking accounts at First Financial Credit Union. Signers to be removed are Gregory Lander, Sarah Stoner, My Nguyen and Stacie Bangle. Signers to be added are Deborah Glenn and Daniel Lawrence. The signer to remain is Anne Smith.

- Moved by Kelly Tolliver and seconded by Stacy Olguin
- Motion carried. Unanimous votes, no nay votes or abstentions

A motion was made to change the names of the signers on the UTA PAC Fund account at First Financial Credit Union. Signers to be removed are Gregory Lander and Ellen Ponder. Signers to be added are Deborah Glenn and John McNally. The signer to remain is Daniel Lawrence.

- Moved by Kelly Tolliver and seconded by Stacy Olguin
- Motion carried. Unanimous votes, no nay votes or abstentions

### **UTA 2023-2024 Budget**

- A UTA budget for 2023-2024 has been created
- This year's budget is based on previous years' budgets

*A motion was made to approve the 2023-2024 budget*

- Moved by Danny Lawrence to approve the 2023-2024 budget and seconded by Janet Jankoski-Pelkey
- Motion carried. Unanimous votes, no nay votes or abstentions

### **CTA Conferences**

- Upcoming conferences
  - **Solidarity Conference**  
December 8 - 10, 2023 Los Angeles Bonaventure
  - **New Educator Conference**  
February 23 - 25, 2024 Costa Mesa
  - **Good Teaching Conference - South**  
March 22 - 24, 2024 Garden Grove
- UTA will cover the cost of the conference, hotel, mileage, substitute (if needed), and meals not provided by the conference **for those approved by UTA** to attend.
- **Contact the UTA Office PRIOR to registering for any conference, AND wait for approval.**
- **Must have approval from UTA for the conference cost to be covered**
- Temporary and probationary teachers are eligible to attend conferences
- Teachers may also attend conferences at their own cost without approval from UTA

### **Standing Committee Openings**

- Please email the UTA Office if interested in joining a standing committee on
  - Equity (Women's, LGBTQ+ and Human Rights)
  - Membership Engagement / Day of the Teacher
- Do not need to be a union representative
- Temps and probationary employees may join committees
- These committees meet 2-3 times per year
- Membership engagement would be responsible for organizing events for social outings and Day of the Teacher
- CTA Grants are available for membership engagement events

<p>Committees</p>	<p><b>DACC</b></p> <ul style="list-style-type: none"> <li>● Minutes have been emailed</li> <li>● This committee focuses on instructional issues District-wide</li> <li>● If there are any needs or concerns centered on instruction or curriculum please give them to your site director or representative</li> </ul> <p><b>NEGOTIATIONS</b></p> <ul style="list-style-type: none"> <li>● Next meeting, Friday, October 27, 2023</li> <li>● The calendar for the 2024/2025 school year will be decided by the end of December 2023</li> <li>● No salary offer has been given but still talking</li> <li>● California tax deadline was extended until November 17, 2023 - district was made aware that we cannot wait until the next deadline to receive an offer</li> <li>● Last year of three-year contract</li> <li>● Negotiations for the next three-year contract will begin around March, 2024</li> <li>● If there are suggestions for the next contract negotiations please give to your site director or representative. Keep in mind that <b>not all items suggested are negotiable</b></li> </ul> <p><b>SPECIAL EDUC</b></p> <ul style="list-style-type: none"> <li>● Nothing to report at this time</li> </ul> <p><b>EQUITY TEAM</b></p> <ul style="list-style-type: none"> <li>● Nothing to report at this time.</li> </ul>
<p>Open Forum</p>	<p><b>SBA</b></p> <ul style="list-style-type: none"> <li>● Issues concerning <ul style="list-style-type: none"> <li>○ The amount of SBAs given during the year - these are in addition to the iReady Diagnostic given 3 times per year, and the SBAC which requires multiple days.</li> <li>○ How to administer the test</li> <li>○ Who should administer the test</li> <li>○ What is being tested compared to what has been taught</li> <li>○ Not aligned with curriculum</li> </ul> </li> <li>● Funding for Orenda and the development of the SBAs is from ELCAP</li> </ul> <p><b>Moving Classrooms</b></p> <ul style="list-style-type: none"> <li>● Teachers will only be compensated as per contract if required to move during the school year</li> <li>● No compensation for moving classrooms during the summer</li> </ul> <p><b>Social-Emotional Learning (Second Step)</b></p> <ul style="list-style-type: none"> <li>● Suggested or required?</li> <li>● If required, what are the requirements?</li> <li>● Who is monitoring?</li> </ul>

Adjournment	Meeting was adjourned at 5:22p.m.
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